

AGENCY RETIREMENT POLICY

1. Agency Regulation, [] dated 3 November 1961, states:
"The Agency encourages employees to retire voluntarily as soon as they are eligible to do so under the Civil Service Retirement System" (meaning age 60 with 30 years or 62 with five or more years service).

Exceptions to the above policy are:
 - a) Asked to remain because of skills or other qualifications with Deputy Directors' approval.
 - b) From appeal to the Agency Retirement Board for compassionate reasons.
2. Comments: The Deputy Directors themselves have granted deferments on the basis of hardship rather than just skills when the individuals have been performing satisfactorily. A great deal of leniency was observed when the Retirement Program first went into effect. Recently the Deputy Directors have taken a more severe stand and deferments have been less numerous. Also, the number of requests for deferments going to the Retirement Board have lessened.
3. Mr. Kirkpatrick's Action Memo will reduce exceptions by the Deputy Directors to a minimum. However, there will still be requests directed to the Board. In the past the majority of cases acted upon by the Board were truly hardship cases. Some of the extensions granted by the Board were for short periods to allow the individuals to do a little more planning. This type may be turned down by the Board in the future as it is not a true hardship on as the action memo defines it.
4. [] memo states "that all commitments precise or implied must be honored." To my knowledge there has been no case where this has not been so. About the only evidence I have that this policy has been followed is in the case of a group that transferred over from State Department. Those who were within five years of retirement were assured that they could work until age 65. I have no evidence that there has been a violation of any commitments.

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If you can get it
first-hand pls. discuss
the attached directly with
[Redacted] to see exactly what is
required here. Let me see your
response in draft.

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[Redacted]

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[Redacted]

said do nothing until I

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hear from her -

[Redacted]